Trainees

Transients

Holdees

Students

Accounts

Pilot Program

Individual Readiness = Train, Sustain, Retain

PURPOSE

Improve Unit Readiness by_

- **Removing non-deployable soldiers from units.**

- **Allowing the commander to concentrate efforts on training and readiness issues.**

GOAL

Manage trainee, transient, holdee and student (TTHS) individual soldiers through a pro-active management system until they are deployable assets and qualified to fill authorized positions in troop program units or the IMA program, or transitioned out of the Army Reserve as non-deployable assets.

INTENT

- **Increase the success rate of enlisted initial training accessions, officer and warrant officer basic course graduates**
- **Streamline medical, legal and administrative separation actions**
- **Increase retention.**

SPONSORING PARTIES

- **Executive Oversight**

  Office of the Chief, Army Reserve (OCAR) Strategic Human Resources and Readiness Team (SHRRT)

- **Program Management Oversight**

  U.S. Army Reserve Command (USARC), G-1

ACCOUNT CATEGORIES

- **Trainees – Non- Prior Service enlisted and officer accessions who have not completed initial entry training *(Pre-IET, Split Option, No OBC/WOBC)* and AMEDD Pre-OBC officers in specialty series 60, 61, 62, 63, 64, 65, 66, 71, 72, and 73**
- **Transients – Soldiers not available because they are relocating out of area and need a new unit**
- **Holdees – Soldiers dropped from the assigned strength of a TPU and attached to a "holding" activity because of medical, disciplinary, or pre-separation non-availability; P3/P4 medical profiles; medical incapacitation/hospitalization exceeding 90 days; high risk pregnant/postpartum soldiers unable to drill; civilian confinement or administrative disciplinary action pending separation;**
- **Students – Non-DMOSQ soldiers awaiting school; soldiers attending resident Professional Development Education (PDE) courses or Military Occupational Specialty (MOS) courses exceeding 139 days *(Army War College, SGM Academy)***

HOW TTHS WORKS

- All soldiers meeting one of the TTHS accounts criteria automatically assigned
- TTHS Accounts Management Division Chief will direct issuance of reassignment orders
- RLAS, modified to support TTHS program, will generate USARC-directed involuntary reassignment orders
- System will update the RLAS data
- Soldiers will remain assigned to the TTHS account until their particular situation has been corrected/adjudicated.
- When soldier is eligible to return to unit, TTHS Accounts Management Division will reassign soldier back to the unit using a USARC-directed reassignment order.
- If warranted, discharge will be processed IAW current guidance.

Pre-Initial Entry Training (IET) Process Flow Standard Training Option

enlistee

1

recruiter

2

MEPS

3

4

81st RSC G-1
TTHS ACCTS Management DIV

TTHS Division will publish orders assigning soldier to TTHS Account

5

Unit Sponsor assigned/USAR Recruiter continues contact

6

Time in DEP
Inform MUTA schedule
Orientation/DIV(IT) drill sergeant
G-4 issue uniform & equipment
DIV (IT's) Trg Prog
USAR Recruiter & Unit Sponsor monitors/Contacts

trainee

7

training facility

Failed Soldier

TTHS Account for Discharge or retention

8

trained soldier

TTHS DIV 4651-R to reassign to parent unit

TTHS DIV assigns to parent unit

9

DMOSQ Soldier at Parent Unit

Pre-Initial Entry Training (IET)

Process Flow Alternate (Split) Training Option

enlistee

1

recruiter

2

MEPS

3

4

81st RSC G-1
TTHS ACCTS Management DIV

TTHS Division will publish orders assigning soldier to TTHS Account

5

Unit Sponsor assigned/USAR Recruiter continues contact

6

Time in DEP
Inform MUTA schedule
Orientation/DIV(IT) drill sergeant
G-4 issue uniform & equipment
DIV (IT's) Trg ProgUSAR Recruiter &
Unit Sponsor monitors/Contacts

trainee

7

Basic Training facility

Failed soldier goes back to TTHS Account for Discharge or retention

8

BCT Complete soldier

Continues sustainment training with DIV(IT) for Drill.

AIT facility

AIT Completion:

TTHS DIV assigns to parent unit

9

DMOSQ Soldier at Parent Unit

Pre-Initial Entry Training (IET) Process Flow Transition to RDEP(post 16 Oct 03)

1

Enlistee ships from MEPS

2

Soldier assigned to TTHS Account while at BCT/AIT

TTHS & Unit Sponsor continues sponsorship and tracks status during training

training facility

3

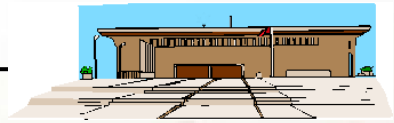
Failed Soldier to TTHS Account for Discharge or retention, if not discharged by TRADOC

4a

Standard option complete

4b

BCT complete soldier, conducts CTT sustainment training with DIV(IT) for drill



AIT facility

5

TTHS DIV assigns to parent unit

6

DMOSQ Soldier at Parent Unit

7

ADVANTAGES/DISADVANTAGES

- **Advantages**
  - **Removes distracters**
  - **Commanders can focus on other readiness sustainment areas, i.e., timely & accurate RLAS input, updating records, etc.**
  - **Full-time staff may be held accountable for greater performance**
- **Disadvantages**
  - **Strength**

QUESTIONS?